From: Bhushan MB.
Sent: 07 December 2021 07:24 PM
To: Lakshmi Vishwanath
Cc: Sanjana BS; Bhagya Lakshmi Kadabur; Bhushan; Bhushan M B
Subject: RE: Regarding salary - Nov/2021

Hi Lakshmi,

I want to notify you that the salary of November-2021 is not yet processed (but you have promised below as it will be processed yesterday), can you please resolve the same ASAP.

Also I would request you to please mention the details of compensation as detailed in this mail chain as 3 Months.

Thank you
Bhushan M B

From: Lakshmi Vishwanath
Sent: 06 December 2021 03:36 PM
To: Bhushan MB.
Cc: Sanjana BS; Bhagya Lakshmi Kadabur
Subject: RE: Regarding salary - Nov/2021

Hi Bhushan,

Your November salary is being processed today.

With regard to the Notice Period – as discussed and explained earlier too, the clause clearly talks about the notice period recovery and payment too which the company can decide.

Reiterating our conversation, you were given 3 opportunities all of which you were not able to cope up with, you were given frequent updates during your PIP and project too, which called out your incompetence at work. You never had any objections when the PIP MOMs were shared, I'm surprised to see all your objections being shared today. The PIP initiation email also clearly mentioned that you will be in PIP for a month and the end date will be December 10.

In line with that and based on our earlier conversations today afternoon, you had agreed that December 10, 2021 will be your LWD. We will send the resignation acceptance email shortly along with the formalities.

Thank You & Best Regards,
Lakshmi Vishwanath
Senior Manager People Operations

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From: Bhushan MB. <Bhushan@Triconinfotech.com>
Sent: 06 December 2021 15:12
To: Lakshmi Vishwanath <lakshmi.vishwanath@Triconinfotech.com>
Cc: Sanjana BS <sanjana.bs@Triconinfotech.com>; Bhagya Lakshmi Kadabur <bhagyal@triconinfotech.com>
Subject: RE: Regarding salary - Nov/2021

Hi Lakshmi/Sanjana,

As we discussed previously please consider the below things:

- Since I have huge financial problems personally and the below things have also came as a surprise to me, So please consider me for providing the compensation of 3 Months salary and Leaves (attached the offer & paywheel details) as per companies details mentioned on offer letter.
- I am very stressed right now in this situation of pandemic and really in need of your support to the fullest as per company, so that I can lead a normal life and face the challenges in coming days to get new opportunity.

Thanks & Regards
Bhushan M B

From: Bhushan MB.
Sent: 06 December 2021 02:53 PM
To: Lakshmi Vishwanath
Cc: Sanjana BS; Bhagya Lakshmi Kadabur
Subject: RE: Regarding salary - Nov/2021

Hi Lakshmi,

Since I am pointed out on my performance at Tricon again and again even after I clarified on some occations, There was one thing in my mind which I wanted to put forward/ mention about my work summary/ assignments at Tricon so that It would solve the misunderstandings on me:

1. As my first assignment which was given as project at T&F : The Project was to work on Rest API automation: I learnt the karate + cucumber in a given shorter time and I understood the core e-commerce functionality within short time and worked on both Functional + Automation testing simultaneously. (Got the client appreciation on successfully automation the validating PDF billing : client Ref : Sandeep, Rachel Garz). I also worked on T&F UI automation with Protractor as per client suggestion since the project was already existing and developed fully robust framework and automated E2E scenarios successfully (here protractor is a deprecated tool and it is not a good tool of choice for automation) simultaneously worked on SP assignment (Automation + Manual) with huge work load and performed better by logging many defects.

   [Here there was big issue that there was not enough info on Tickets even after I repeatedly asked client to give more info, it was not addressed and Rachel was seem busy most of the times to connect to her, which later they thought I am taking more time to complete simple tasks]

2. 2nd Assignment in GetPowerpay: I had proposed Selenium Automation POC for new project but later client wanted only Cypress.io to be used I have learned the new tool with new Language understood the functionality and successfully able to automate the E2E Scenarios FOR 4 months full time (here I got client appreciation for the same). I was asked by DEV Lead "Sunil" to shift from Automation work to manual work (as against the will of Client "Rob Adams" as he expected me to contribute more on Automation and implement new features and Automate more scenarios) without any full understanding of core functionalities I was expected to straight away perform as functional expert which was difficult as there was not enough documentation from Client / No test case written from past 4 to 5 months by Functional Lead / Every time I had to connect with Sunil for any info or clarification.
    - I had to depend on Sunil for most of the information & as per Sunil I was not supposed to discuss any matter with Client directly without informing him (later this became an issue as Sunil told me that I was disturbing him too much)
    - Even after repeated mention of implementing the possible QA Process in project as it had almost 0% QA process, Sunil & Suhasini didn't agreed to do any and we ended up with No documentation and No TC's (coz of which understanding the Complex project / keeping up updated became very difficult and ended up having more meetings and It was consuming more time).
    - Initially we were logging defects in Jira so that QA effort was visible to clients but later we were asked to stop logging defects in Jira and add all the observations in Excel sheet internally within team (which is not a valid QA Process).
    - Even though Client was interested in Automating the application I was not allowed to work on the same even after a month of major release (clearly I was cornered by DEV Lead and under utilized me with lesser tickets assignments and diverted me from main stream).
    - Several instances when I identified the defects, they were termed as not an issue and asked me not to log from DEV team but later on the same were termed as Defect by clients (This had put a bad impression on QA as leaking defects after testing and clients are catching it)

3. 3rd Assignment in TM for 3 weeks : Initially I worked on Manual testing for 2 weeks to have a better understanding of project and logged defects. Parallelly I tried out Cypress.io tool for automation but since the other Tester in Project knew only Selenium I had to restart the same with "Cucumber+ Selenium" so that It can be used in future successfully and I was successfully able to deliver the initial POC of the same.
    - I have Implemented the Test case design & Review for each sprint.
    - I have Started the defect report and follow up of stories everyday with DEV team.
    - Since I was testing the stories after writing the TC's there was a delay in testing (But my other QA colleague would directly test stories without any TC's and log defects ASAP but Later when I started testing I was finding the issues were already logged in portal, this made "Hima" to think I am not finding the defects in application) I was just following the QA process here.
    - As per the plan the timeline for completing the Automation was upto Dec-10 but unfortunately I had given time only upto Dec-2nd hence Automation work was not completed fully (only 2 -3 days was given for Automation work).

@ Lakshmi, @ Bhagya : for all the above points mentioned I have the mail communications/ Screen shots to show you, Please let me know if you need the same.

Thanks You
Bhushan M B

From: Bhushan MB.
Sent: 06 December 2021 11:26 AM
To: Lakshmi Vishwanath
Cc: Sanjana BS; Bhagya Lakshmi Kadabur
Subject: RE: Regarding salary - Nov/2021

Hi Lakshmi,

I am thankful that my Nov-2021 Salary will be processed today. I had no intention to comment on company's reputation (Just that I was very worried about my financial issues and not able to think out of it) so I am sorry for that, as I have a good respect for Tricon.

Thank you
Bhushan M B

From: Lakshmi Vishwanath
Sent: 04 December 2021 10:34 AM
To: Bhushan MB.
Cc: Sanjana BS; Bhagya Lakshmi Kadabur
Subject: RE: Regarding salary - Nov/2021

Hi Bhushan,

We have gone through this yesterday, and I have told you that I will check on what exception can be done and will try to look at processing your salary for November, purely on humanitarian grounds.

You were put into PIP post your performance concerns raised by clients and leads from multiple projects. Your PIP inputs given by Hima was negative without any scope for us to work together. Given this situation, we are only following our usual process. Further to our discussion yesterday late evening, I will need time to discuss this as it is a deviation from our usual process. I will revert on this by Monday.

In the meanwhile, I request you to refrain from using strong language against the company, as below and in other emails as these are your personal liabilities. The comparisons you are drawing with other colleagues totally inappropriate. I will ping you on Monday post my discussion.

As conveyed by you yesterday, you are preparing for interviews and you have one scheduled today, wishing you good luck for the same.

Thank You & Best Regards,
Lakshmi Vishwanath
Senior Manager People Operations

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From: Bhushan MB. <Bhushan@Triconinfotech.com>
Sent: 04 December 2021 09:44
To: Lakshmi Vishwanath <lakshmi.vishwanath@Triconinfotech.com>
Cc: Sanjana BS <sanjana.bs@Triconinfotech.com>; Bhagya Lakshmi Kadabur <bhagyal@triconinfotech.com>; Bhushan M B <bhushan.mbj@gmail.com>
Subject: RE: Regarding salary - Nov/2021

Hi Lakshmi,

As we discussed yesterday I shall be getting the Nov/2021 Salary without any delay as I have worked in a project these mentioned days just like any other Tricon employee.

As we already discussed yesterday, Please understand my personal situation (if you were in my position what would you do?) and please credit my salary by Monday and help me to get out of this mental stress. When all others are enjoying the present weekend here I am stressed to maximum and this is really not good on company's part to torture an employee Professionally, personally & mentally in this pandemic situation.

I am ready to apply my resignation at any given time as per our previous discussion.
I request you to please consider this ASAP and do the needful.

Thank you
Bhushan M B

From: Lakshmi Vishwanath
Sent: 03 December 2021 10:39 PM
To: Bhushan MB.
Cc: Sanjana BS; Bhagya Lakshmi Kadabur
Subject: Re: Regarding salary - Nov/2021

Hi Bhushan,

I'll check this on Monday and revert.

Regards,
Lakshmi.

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From: Bhushan MB. <Bhushan@Triconinfotech.com>
Sent: Friday, December 3, 2021 9:21:06 PM
To: Lakshmi Vishwanath <lakshmi.vishwanath@Triconinfotech.com>
Cc: Sanjana BS <sanjana.bs@Triconinfotech.com>; Bhagya Lakshmi Kadabur <bhagyal@triconinfotech.com>
Subject: RE: Regarding salary - Nov/2021

Hi Lakshmi,

I still have not got my salary (tomorrow is weekend), if I fail to pay my EMI bills my tomorrow I need to pay the fine as I have mentioned below.

Can you please take this on priority and do the needful by today.

Regards
Bhushan M B

From: Lakshmi Vishwanath
Sent: 03 December 2021 05:33 PM
To: Bhushan MB.
Cc: Sanjana BS; Bhagya Lakshmi Kadabur
Subject: RE: Regarding salary - Nov/2021

(+) Bhagya.

Thank You & Best Regards,
Lakshmi Vishwanath
Senior Manager People Operations

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From: Lakshmi Vishwanath
Sent: 03 December 2021 17:32
To: Bhushan MB. <Bhushan@Triconinfotech.com>
Cc: Sanjana BS <sanjana.bs@Triconinfotech.com>
Subject: RE: Regarding salary - Nov/2021

Hi Bhushan,

I understand that you had a discussion with Sanjana, Bhagya and Hima yesterday and today as well.

In line with that we are awaiting your update to proceed on the next steps.

Thank You & Best Regards,
Lakshmi Vishwanath
Senior Manager People Operations

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From: Bhushan MB. <Bhushan@Triconinfotech.com>
Sent: 03 December 2021 17:26
To: Sanjana BS <sanjana.bs@Triconinfotech.com>
Cc: Lakshmi Vishwanath <lakshmi.vishwanath@Triconinfotech.com>
Subject: Regarding salary - Nov/2021

Hi Sanjana,

I have not got my salary for the month of November 2021 and since I need to pay my EMI within this week please resolve this ASAP else I need to pay fine if I fail to pay within the given time.

Regards
Bhushan M B

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